

ORGANIZE

for Self-Government and Self-Protection

In an unorganized factory, shop or department store, the working girl must accept conditions as she finds them.

She cannot refuse to work at a low wage except at the risk of **LOSING HER JOB.**

She cannot refuse to work twelve hours a day, though this may be in violation of the law, except at the risk of **LOSING HER JOB.**

She cannot report unsanitary conditions, dangerous speeding up, unprotected machinery, nor even abusive language on the part of the foreman, except at the risk of **LOSING HER JOB.**

She cannot report the violation of fire ordinances, although her failure to do so may result in such a terrible tragedy as the Triangle Shirtwaist Factory fire of New York City.

SHORT BIBLIOGRAPHY

dealing with the most important phases of women's work. A more complete list can be had from the National Women's Trade Union League, 127 North Dearborn Street, Chicago, on application. Many of the books and periodicals mentioned below may be found in the library of the Women's Trade Union League of Chicago, 166 West Washington Street.

General Aspects of the Problem:

Women in Industry: Edith Abbott.

Labor Problems: Adams & Sumner.

History of Women in Industry in the U. S.: Vol. IX—Report on Condition of Woman and Child Wage-Earners in the U. S.

Documentary History of American Industrial Society—Vols. VIII and IX.

Preliminary Report of the New York State Factory Investigating Commission.

Christianity and The Social Crisis—Rauschenbusch.

Report of Industrial Education Committee of The American Federation of Labor.

Wages and Hours of Labor:

The Living Wage: Philip Snowden.

The Economic Theory of a Legal Minimum Wage: Journal of Political Economy, December, 1912, reprinted by The National Consumers' League.

Report of the Massachusetts Minimum Wage Commission.

Fatigue and Efficiency: Josephine Goldmark.

Trade Unionism:

Industrial Democracy: Sidney & Beatrice Webb.

History of Trade Unionism: Sidney & Beatrice Webb.

Trade Unionism and Labor Problems: J. R. Commons.

Organized Labor: John Mitchell.

History of Women in Trade Unions: Vol. X—Report on Condition of Woman and Child Wage Earners in the United States.

PERIODICALS:

Life and Labor.

The Survey.

American Labor Legislation Review.

Bulletins of the U. S. Bureau of Labor.

Reports of State Bureaus of Labor.

Reports of State Factory Inspectors.

Publications of the National Consumers' League.

Publications of the National Child Labor Committee.

Leaflets and Publication of the National Women's Trade Union League.

Leaflets and Publications of the Local Leagues.

331.80
W83
1911/13

Women's Trade Union League OF CHICAGO

Endorsed by the American Federation of Labor
HEADQUARTERS

Room 609, 166 W. Washington Street
Telephone Franklin 3281

PLATFORM

- | | |
|---|--------------------------------|
| 1. Organization of all workers into trade unions. | 4. Minimum wage scale. |
| 2. Equal pay for equal work. | 5. Full citizenship for women. |
| 3. Eight hour day. | |

I make application to become a member of the Women's Trade Union League of Chicago, whose platform I endorse.

TRADE-UNIONIST:

Organization.....
Name.....
Address.....
Telephone.....

ALLY:

Name.....
Address.....
Date.....
Telephone.....

MONTHLY MEETING: SECOND SUNDAY 3 P. M.

LIFE & LABOR

PUBLISHED BY
The National Women's Trade Union
League of America

127 N. Dearborn St., CHICAGO, ILL.

SUBSCRIPTION	
RATES IN ADVANCE,	
One Year . . .	\$1.00
Canada	1.12
Foreign	1.25

Ten Cents
Per Copy

Date.....

Enclosed please find \$.....for.....year's subscription
to LIFE & LABOR. Please mail to the following address:

Name.....Street
and No.....
City.....State.....

The National Women's Trade Union League of America

Endorsed by the American Federation of Labor

Room 901, 127 N. Dearborn St., Chicago

Telephone Randolph 2834

Pres., MRS. RAYMOND ROBINS

Sec'y, MISS S. M. FRANKLIN

Treas., MISS MELINDA SCOTT

LOCAL LEAGUES

Boston: 7 Warrenton St.

Pres. MISS EMILY GREENE BALCH

Secretary, MISS MABEL GILLESPIE

New York: 43 E. 22d St.

President, MISS MARY E. DREIER

Secretary, MISS HELEN MAROT

Springfield, Ill.:

President, MRS. GEORGE LEE

1405 S. 4th St.

Secretary, MRS. JOS. STUBLEFIELD

1121 N. 6th St.

Denver:

Pres. MISS MARGARET NOONAN

Secretary, MRS. MARY A. VETTER

650 Kalamath St.

Chicago: 166 W. Washington St.

Pres., MRS. RAYMOND ROBINS

Sec'y, MISS EMMA STEGHAGEN

St. Louis:

Pres., MRS. SADIE SPRAGGON

Secretary, MISS NELLE A. QUICK

R. 614 Mermod and Jaccard Bldg.

Baltimore:

Pres., MISS CAROLINE SCHMIDT

Secretary, MISS L. C. TRAX

1934 McElderry Street

Kansas City, Mo.:

Pres., MRS. HENRY D. FAXON

Sec'y, MISS LOUISA MITTELSTADT

3211 Nicholson St.

British Women's Trade Union League

34 MECKLENBURGH SQUARE

LONDON, ENGLAND

MISS GERTRUDE TUCKWELL, Chairman

MISS MARY MAC ARTHUR, Secretary

MR. J. W. OGDEN, M. P., Treasurer

REGULAR MONTHLY MEETINGS.

1911.

July 9—Report on Boston Convention. Election of Treasurer (E. G. Starr, resigned.)

August 13—Outing in Humboldt Park, Miss Henry in charge. Games led by Miss Florence Sherwood.

September 10—Mrs. Robins, "What New York Is Doing for Its Labor Camps."

October 8—Miss Mary McDowell, "Awakening of the Working Women in England."

November 12—Miss Margaret Haley, "How the Vote Was Won in California."

December 10—Mr. John Kennedy, "The Labor Movement in Germany."

1912.

January 14—Mrs. Frances Squire Potter, "Moses, a Leader in Democracy."

February 11—Miss Edith Abbott, "The Juvenile Labor Exchange."

March 10—Mr. Charles Zueblin, "The Working Girl and the Vote."

April 14—Mr. James Mullenbach, "The Question of the Unemployed."

May 12—Mr. Victor Olander, "The Titanic and the Seamen's Petition to Congress."

June 9—Miss Virginia Brooks, "Women in Civic Work."

July 14—Basket Picnic in Lincoln Park.

August—Outing and basket picnic in Jackson Park.

September 8—Miss Alice Henry, report on her visit to California.

October 13—Alderman Chas. Thompson, Miss Kate Kellogg, Miss Mary McDowell, "Fire Prevention."

November 10—Miss Mary Snow, "The Responsibility Towards Cooperation."

December 8—Mrs. Charlotte Perkins Gilman, "The Wealth We Might Have, and Things We Could Do Now."

1913.

January 12—Tableaux—Scenes from Trade Unionism in the Past. Dancing by the Italian Girls' Progressive Club.

February 9—Mr. W. E. Owen, Mr. O. E. Woodbury, "Vocational Training." Discussion led by Mrs. Ida Fursman, Elizabeth Maloney and others.

March 9—Mr. Charles E. Merriam, "The Living Wage."

April 13—Mrs. Raymond Robins, "The Great New York Strikes of 1912-1913."

May 11—Dr. F. R. Moulton, illustrated stereopticon lecture on "Other Worlds Than Ours." Spring songs by the League Chorus.

Women's Trade Union League

OF CHICAGO

Endorsed by the American Federation of Labor

HEADQUARTERS

Room 609, 166 W. Washington Street

Monthly Meeting: Second Sunday, 3 p. m.

Telephone Franklin 3281

PLATFORM

- | | |
|---|--------------------------------|
| 1. Organization of all workers into trade unions. | 4. Minimum wage scale. |
| 2. Equal pay for equal work. | 5. Full citizenship for women. |
| 3. Eight hour day. | |

OFFICERS—1913

MRS. RAYMOND ROBINS, President

MISS MARY McDOWELL, Vice-President

MISS FLORENCE C. SHERWOOD, Treasurer

MISS EMMA STEGHAGEN, Secretary

EXECUTIVE BOARD—1913

Miss Mary Anderson	- - -	Boot & Shoe Worker's Union, No. 94
Miss Elizabeth Christman	- - -	- Glove Worker's Union, No. 18
Miss Elizabeth Corrigan	- - -	Elevated Road Employes, No. 108
Miss Beatrice Dauchy	- - -	- - - - -
Miss Catherine Finnegan	- - -	Bindery Women's Union, No. 30
Miss Mary Haney	- - -	Garment Worker's Union, No. 96
Miss Alice Henry	- - -	- - - Editor Life & Labor
Miss Elizabeth Maloney	- - -	- Waitresses' Union, No. 484
Miss Isabel McAlpine	- - -	- Typographical Union, No. 16
Miss Mary McEnerney	- - -	Bindery Women's Union, No. 30
Miss Agnes Nestor	- - -	- Glove Workers' Union, No. 18
Miss Annie Pieton	- - -	- Teachers' Federation
Mrs. Carrie Ruther	- - -	Journeyman Tailors' Union, No. 5
Miss Amy Walker	- - -	- - - - -

CHAIRMEN OF STANDING COMMITTEES

Finance	- - Olive Sullivan	Suffrage	- - Editha Phelps
Legislative	- Elizabeth Maloney	Organization	- Mary Anderson
District	- - Amy Walker	Grievance	- - Agnes Nestor
Health	- - Amy Walker	Label	- - Frances Harden
Education	- Beatrice Dauchy		

CHAIRMEN OF SPECIAL COMMITTEES

Labor Temple	- Mary McDowell	Fire Protection	- Mary McDowell
Program	- -	Alice Henry	

Affiliated Bodies

Trade Unions

Bathroom Attendants' Association of the Public Schools	Household Workers' Association
Beer Bottlers Local Union No. 248	Journeyman Tailors' Union No. 5
Bindery Women's Union Local 30	Ladies' Straw & Felt Hat Workers
Boot & Shoe Workers' Union No. 94	Ladies' Tailors No. 71
Chicago Teachers' Federation	Laundry Workers
Cigar Box Makers	Necktie Workers
Cloak Makers' Union	Retail Clerks' Protective Ass'n
Commercial Telegraphers	Stenographers' & Typists' Ass'n
Electrical Workers Auxiliary	Suspender Workers
Elevated Road Employees No. 308	Typographical Union No. 16
Glove Workers	United Garment Workers, Locals No. 39, 96, 144, 152
Horse Nail Workers	Waitresses' Union No. 484

Other Affiliated Organizations

Catholic Women's League	Hull House Woman's Club
Chicago University Settlement	Italian Girl's Progressive Club
Woman's Club	Neighborhood House Woman's Club
Domestic Utilities Club	Ladies' Auxiliary to Switchmen's Union
Home Culture Club, North Western University Settlement	

Affiliated with

Chicago Federation of Labor	Chicago Federation of Young Women's Clubs
Illinois Federation of Labor	Illinois Federation of Women's Clubs
Cook County Suffrage Federation	Chicago Trades Union Label League

The League sends two delegates to the Chicago Federation of Labor, three to the Illinois Federation of Labor, two to the Cook County Suffrage Federation, two to the Chicago Federation of Young Women's Clubs, one to the Illinois Federation of Women's Clubs, and three to the Chicago Trades Union Label League.

MEETINGS ADDRESSED.

June, 1911—May, 1913.

Mrs. Robins—404 meetings attended and conferences addressed on trade union work.

Miss McDowell—120 union and other meetings addressed.

Miss Steghagen—53 union meetings, 95 other organizations addressed.

Miss Sherwood—7 union meetings, 4 other organizations addressed.

Miss Mary Anderson—128 union meetings attended or addressed, 12 other meetings addressed.

Miss Alice Henry—40 union meetings, 61 other meetings addressed. Went to Pacific Coast. Among other cities spoke in San Francisco, Sacramento, Los Angeles, San Diego, Denver, Kansas City and St. Louis.

Miss Elizabeth Maloney—17 union meetings, 3 other organizations addressed.

Miss Agnes Nestor—20 union meetings, 11 other organizations addressed.

Miss Mary McEnerney—8 union meetings, 4 other organizations addressed. Trip to St. Louis to speak for suffrage.

Miss Catherine Finnegan—11 union meetings addressed. Two trips, one to Wisconsin and one to Michigan, to speak on suffrage.

Mrs. Anna Willard Timeus—25 unions addressed.

Miss Agnes Johnson—85 unions addressed.

Miss Editha Phelps—8 organizations addressed.

Mrs. Frances Squire Potter—51 organizations addressed. Ten days' trip to Ohio to speak for suffrage.

Miss Edith Abbott, Miss Grace Abbott and Miss Ellen G. Starr have also been very kind in responding to requests for talks on special occasions.

ORGANIZATION COMMITTEE.

Mary Anderson, Chairman.

Since the last convention of the Women's Trade Union League, in June, 1911, the Organization Committee of the League has received six main requests for organization, from the Garment Workers, the Laundry Workers, the Bath Room Attendants of the Public Schools, the Stenographers' and Typists' Association, the Household Workers and the Department Store Clerks. In the first case not only were we requested by the Joint Board of Hart, Schaffner & Marx to step in and assist them, but we were also under the obligation of Mrs. Robins' having signed the contract according to the terms of which the 7,000 employees of Hart, Schaffner & Marx returned to work in January, 1911, after the great garment workers' strike of that winter in Chicago. Mary Anderson was put on as organizer for Hart, Schaffner & Marx in July, 1911, and in August we were asked to send two delegates from the League to attend the meetings of the Joint Board. Mary Anderson and Zelig Emerson were elected and attended the meetings every Wednesday night. (Miss Emerson left Chicago in April, 1912, and Miss Steghagen took her place on the board). In October, 1911, at the request of the Board, Bessie Abramovitz was also put on as organizer, making in all two organizers from the League who were giving their whole time to the work at Hart, Schaffner & Marx.

The situation which presented itself at the end of the strike was no easy one to cope with. Here were 7,000 untrained people, 63% of them young girls, absolutely inexperienced in any form of organization, with a contract to fulfill and a sense of justice to be satisfied. Small wonder if time and again the whole situation seemed on the verge of destruction. The garment workers themselves were for a long time able to put on only one organizer, Mr. Sidney Hillman. Mr. Hillman did splendid work as Chief Deputy for the people before the Trade Board, and it was largely due to his unfailing coöperation with the Women's Trade Union League that we were able to handle the situation as successfully as we did. Necessarily a large share of the work of hearing grievances, explaining the union, etc., fell to Mary Anderson and Bessie Abramovitz. The most satisfactory way of handling this seemed to be to visit the shops at noon, and to call shop meetings immediately after work in the evenings. At these meetings complaints were taken (to be presented to the Board of Arbitration, by one of the deputies), decisions were reported, disputes settled, dues collected, and the meaning of trade unionism explained. Some idea of the volume of work to be taken care

of can be had from the fact that in the 20 months from July, 1911 to March, 1913, Mary Anderson attended no less than 570 meetings, an average of 28 a month, while in the 12 months from March, 1912, to March, 1913, Bessie Abramovitz attended 395 meetings. These of course include meetings of the Joint Board, Trade Board, etc.—not shop meetings alone. The splendid result of all this work was shown in the way the people stood together when it came to the question of a new contract on April 1, 1913, and in the fact that they were strong enough to obtain through arbitration the preferential union shop as the basis of the new agreement.

It will perhaps give a better understanding of the actual working of the situation at Hart, Schaffner & Marx if the growth of the Trade Board is explained. The agreement which ended the strike provided for a Board of Arbitration only, to consist of two men, Mr. Clarence F. Darrow to represent the workers and Mr. Carl Meyer to represent the firm. When Mr. Darrow was called to California he appointed Mr. Wm. O. Thompson as his successor. The enormous number of questions to be decided, however, made it impossible for two men to do the work, so a Trade Board was formed, to consist of five representatives from the workers, five from the employers and a chairman from the outside. Both sides were fortunate in securing the services of Mr. James Mullenbach for this position. As cases came up where either side might not care to abide by the decision of the Trade Board only, it was arranged that an appeal might be made from its decision to the Board of Arbitration. This necessitated the finding of a third man for this board, and both sides were again fortunate in getting Mr. J. E. Williams to act in that capacity. Mr. Williams began work as a miner when a boy and later had much experience in arbitration in that trade.

The following is a summary of the cases on the docket of the Trade Board for adjusting disputes between the firm of Hart, Schaffner & Marx and its employees:

The Trade Board held its first session May 9, 1912. It held about 90 sessions to February 5, 1913.

Number of cases heard and ruled on by the Board.....	100
Number of cases adjusted before hearing or after partial hearing.....	56
Number of cases awaiting hearing.....	8
Total number of cases placed on docket to date.....	164

Of the 100 cases ruled on by the Board, 52 were decided by general agreement, 48 were decided by vote of the Chairman of the Board.



36 were rulings in favor of the firm.
58 were rulings in favor of the people.

6 were referred to the Board of Arbitration as being outside the jurisdiction of the Trade Board.

Character of the Complaints.

51 related to prices and wages.
28 to discharges.
4 to transfers of employees to other shops.
3 to overloading sections.
2 petitions for discipline by the firm.
2 petitions for discipline by the people.
2 stoppages of work.
1 method of shop management.
1 interpretation of the agreement.

Besides the above formal decisions, the price committee of the Board adjusted the price in 312 instances by collective bargaining and without recourse to the Board.

In 5 instances the recommendations of committees on discipline have been accepted by the Board and the discipline ordered.

Appeals to the Board of Arbitration.

Of the 94 cases ruled on by the Trade Board:

14 were appealed to the Board of Arbitration.

9 were appealed by the firm.

5 were appealed by the people.

In 4 cases the ruling of the Trade Board was affirmed.

In 2 cases it was reversed.

In 5 cases a settlement was reached either before or at the hearing of the Board of Arbitration.

2 cases were continued.

1 case was thrown out on the ground that only a moot question was involved.

The above 14 cases do not include 6 cases referred by the Trade Board to the Board of Arbitration for a ruling. None of the 6 cases have yet been heard by the Board of Arbitration, and it is unlikely that they will be heard now as some of them have been settled, and others will be considered in any new agreement that may be made.

The Final Report of the Garment Workers' Strike Fund is Appended.

Chicago, April 16, 1913.

Mrs. Raymond Robins, President,

WOMEN'S TRADE UNION LEAGUE.

Room 609-166 W. Washington Street.

Dear Madam:

Acting upon your instructions, we have audited the disbursements of the balance of the GARMENT WORKERS' STRIKE FUND from the date of our last report (7th March, 1911) to the end of October, 1912, at which time the last payment was made from this fund.

On 7th March, 1911, there was on hand, belonging to the fund \$2,508.86, in the Continental & Commercial National Bank of Chicago, which was increased to \$2,539.00 after that date.

There has been paid out from the fund \$2,536.07, leaving a balance in the bank of \$2.93, which agrees with the bank statement of 31st October, 1912.

We found cancelled bank checks covering all these disbursements and also, in the majority of cases, receipts for payments.

We have prepared a Statement of Receipts and Disbursements, which we submit herewith.

Yours respectfully,

BARROW, WADE, GUTHRIE & CO.

(The League wishes to add the note that the fire which destroyed the headquarters in December, 1911, was responsible for the loss of receipts not found.)

Receipts and Disbursements, Strike Committee, Women's Trade Union League, 31st October, 1912.

Receipts.

Balance—Continental & Commercial Nat'l bank, 7th March, 1911...	\$2,508.86
Sundry receipts	30.14

\$2,539.00

Disbursements

Organizers:

Zelie P. Emerson	\$ 40.00	
Clara Masilotti	180.00	
Mary Anderson	735.00	
Bessie Abramovitz	918.00	
Agnes Aitken	259.60	\$2,132.60

Milk:

Borden's Condensed Milk Co.....	\$ 98.90	
Bowman Dairy Co.	26.78	125.68
Relief work		112.00
Medical services and care of sick.....		43.00
Expenses—mass meetings		29.29

Proportion—trade board expense.....	22.00	
Printing	71.50	\$2,536.07

Balance—Continental & Commercial National Bank		<u>\$2.93</u>
--	--	---------------

The Laundry Workers have succeeded in holding their own, having still three laundries using the union label, and having obtained a 10% raise in wages, and have added an organization of the employees in the laundry of the Cook County Hospital, who, through the efforts of the union, succeeded in March, 1913, in raising their wages \$10 a month. Emma Steghagen has attended every meeting of the union for the past two years.

During the winter of 1912-13 an organization has been formed, under the leadership of Mary Anderson and Emma Steghagen, among the workers in the household trades. A group of workers began meeting informally early in November, and in March they applied to the American Federation of Labor for a charter, and are now a regular trade union organization with a constantly increasing membership.

At the request of the Chicago Teachers' Federation, Mary Anderson organized the Bath Room Attendants of the Public Schools, and the organization succeeded in doing away with the practice of having the towels used washed out by the Bath Room Attendants at the end of the day. A raise in wages has been demanded and it is expected in the near future. About 90% organization has been attained.

In February, 1912, the League was asked to assist the Stenographers' and Typists' Association in organizing the stenographers of Chicago. Olive Sullivan was immediately put on as organizer, but unfortunately was not able to continue the work. Her place was taken by Grace Stickney. An office was rented and an employment agency started. It was decided to canvass as many offices as possible and this work was done by Miss Stickney. A good many applications for positions were taken care of and some requests from employers for stenographers filled. In December, 1912, the office was given up, as the expense was too great. However, the organization had gained both in members and in publicity so it was felt that that although the results were not as great as had been hoped, the work had not been wasted.

In March, 1913, the Organization Committee was asked by some of the clerks in the big department stores on State Street to help them organize. Since then four large mass meetings have been held and a large number of clerks have joined the Retail Clerks' Protective Association. This group is now meeting regularly every week. These meetings are lead by Mary Anderson, and all of the meetings have been arranged for and attended by her and Amy Walker. As speakers we have had Mrs. Raymond Robins, Miss Mary McDowell, Mrs. Joseph T. Bowen, Miss Alice Henry, Miss Elizabeth Maloney, Miss Agnes Nestor, Mr. Emmet Flood, and Mr. Victor Olander. The feeling for organization is strong and the prospect for a good union looks bright.

During the winter of 1912-13 a group of little Italian girls working in the garment, laundry, cracker-jack, candy and many other trades were organized into the Italian Girls' Progressive Club. They come together once

a week, and after an hour of folk dancing, hold a meeting under the direction of some one from the League, at which conditions are discussed and trade unionism explained.

The Organization Committee has also planned many social occasions. Parties have been given for the garment workers, the Italian Girls' Progressive Club, the Ruthenians, and the wives of the striking enamel workers. There have also been social features in connection with most of the shop stewards' meetings, which occur every two or three months, and are one of the principal means of reaching the girls.

One of the most important parts of the work of the Organization Committee is the sending of speakers to union meetings to tell about the work of the League. As the Organization Fund, which amounts to about \$2,000 a year, is made up almost entirely by contributions from unions, it is important to keep before them what the League is doing. In 1912 Agnes Johnson spoke at 85 unions for this purpose, and to date (April 22) in 1913 Emma Steghagen has spoken at 53 union meetings, Anna Willard Timeus at 25 and Catherine Finnegan at 5. This is hard work, often involving long waits and lasting till late at night, but it is worth while for the coöperation it brings, not only financially, but in other ways as well.

The Trade Union a Social Education.

The chief social gain of the Union shop is not its generally better wages and shorter hours, but rather the incentive it offers for initiative and social leadership, the call it makes through the common industrial relationship and the common hope upon the moral and reasoning faculties, and the sense of fellowship, independence and group strength it develops. In every workshop of say thirty girls there are undreamed of initiative and capacity for social leadership and control—unknown wealth of intellectual and moral resources.

Just as under a despotic church and a feudal state the possible power and beauty of the common people was denied expression, so under industrial feudalism the intellectual and moral powers of the workers are slowly choked to death, with incalculable loss to the individual and the race. It is easy to kill; it requires a great spirit as well as a great mind to arouse the dormant energies, to vitalize them and to make them creative forces for good. **Who answers to the call?**

From Self Government in the Workshop.
Margaret Dreier Robins.

FINANCIAL REPORT OF ORGANIZATION COMMITTEE FROM NOVEMBER, 1911, TO APRIL 1, 1913.

RECEIPTS.

Contributions from Local Unions	\$1,387.25
Contributions from State Locals	40.00
Individual contributions	467.00
Laundry Workers' International Union, for Laundry Workers.....	100.00
League Benefit Ball, for Laundry Workers	100.00
Miscellaneous	33.11

Total\$2,127.36

EXPENDITURES.

Organizers' salaries	\$1,360.34
Printing	69.35
Rent and telephone for stenographers' office.....	157.68
Income tax to National Women's Trade Union League.....	116.15
Miscellaneous	221.52

Total\$1,925.04
Balance in treasury, April 1, 1913.....\$ 202.32

Respectfully submitted,

EMMA STEGHAGEN,
Secretary-Treasurer.

CONTRIBUTIONS FROM LOCAL UNIONS TO ORGANIZATION FUND, FROM NOVEMBER, 1911, TO APRIL 1, 1913.

Asbestos Workers, No. 17	\$ 25.00
Bakers and Confectioners, No. 2	100.00
Bakers and Confectioners, No. 13	10.00
Bakers and Confectioners, No. 237	10.00
Beer Bottlers' Drivers, No. 344.....	13.00
Boot and Shoe Workers' Joint Council	10.00
Boot and Shoe Workers, No. 94	5.00
Boiler Makers and Helpers, No. 8	5.00
Box Makers and Sawyers, No. 1	10.00
Bricklayers and Stone Masons	50.00
Brass Workers, No. 766	5.00
Broom and Whisk Makers, No. 221	10.00
Carpenters, No. 62	20.00
Carpenters, No. 70	5.00
Carpenters, No. 80	15.00
Carpenters, No. 521	5.00
Carpenters, No. 723	4.00
Carpenters, No. 1,367	15.00
Carpenters, No. 141	5.00
Carpenters, No. 1,922	15.00
Carpenters, No. 1	15.00
Carriage and Wagon Workers	2.50
Car Workers, No. 11	5.00
Cement Workers, No. 29	25.00
Cigar Makers, No. 14	10.00
Commercial Telegraphers, No. 1	5.00
Coopers' Union, No. 94	10.00
Custom Cutters, No. 21, U. G. W. of A.	25.00
Cutters, No. 61, U. G. W. of A.	25.00

Egg Inspectors	10.00
Electrical Workers, No. 134	35.00
Electrical Workers, No. 282	10.00
Elevator Constructors, No. 2	10.00
Fixture Hangers, No. 381	8.35
Freight Handlers, No. 4	10.00
Gardeners' and Florists' Union	12.00
Garment Workers, Local 152.....	110.00
Glaziers, No. 27	10.00
Glove Operators, No. 18	25.00
Hod Carriers, No. 4	10.00
Hod Carriers, No. 178	10.00
Hod Carriers, No. 233	5.00
Journeyman Tailors, No. 5	10.00
Lathers, No. 74	10.00
Lathers, No. 150	5.00
Lithographers, No. 4	5.00
Machinists, No. 126	10.00
Machinists, No. 337	3.00
Machinists, No. 338	10.00
Machinists, No. 510	10.00
Machinists, No. 84	3.00
Machinists, No. 229	2.00
Metal Workers	5.00
Metal Workers, No. 1	5.00
Metal Polishers, No. 6	30.00
Moulders, No. 23	2.15
Moulders, No. 233	5.00
Musicians	25.00
Painters and Decorators, No. 147	25.00
Painters and Decorators, No. 180	5.00
Painters and Decorators, No. 194	25.00
Painters and Decorators, No. 275	15.00
Pattern Makers' Association	10.00
Plasterers' Association, No. 5	25.00
Plasterers' Association, No. 301	5.00
Printers, Typographical Union, No. 16	50.00
Printers, No. 546	6.50
Post-Office Clerks, No. 1	20.00
Railway Clerks' Association, No. 74	10.00
Sail and Tent Makers	20.00
Sign and Bulletin Board Hangers	5.00
Sprinkler Fitters and Helpers, No. 281	10.00
Steam Engineers, No. 143	27.50
Steam Engineers, No. 399	10.00
Steam Engineers, No. 400	5.00
Stereotypers, No. 4	6.00
Stove Planers	10.00
Street Car Men's Local 241	10.00
Sheet Metal Workers, No. 115	10.00
Suspender Workers' Union	5.00
Teamsters (Packing House), No. 710	30.00
Teamsters (Excavating), 731	10.00
Teamsters, No. 733	5.00
Teamsters (Roofing)	5.00
Teamsters (Milk Wagon Drivers), No. 753	25.00
Teamsters, No. 735	5.00

Teamsters, No. 705	10.00
Teamsters (Ice Wagon Drivers)	30.00
Teamsters, No. 706	6.75
Trainmen (Brotherhood Railway), No. 375	5.50
Upholsterers, No. 131	5.00
Upholsterers, No. 24	10.00
Wood Workers, No. 4	10.00
Wood Workers, No. 7	25.00
Wood Workers, No. 17	5.00
Wood Workers, No. 44	5.00
Wood Workers, No. 67	10.00
Wood Workers, No. 78	5.00

Total Contributions from Chicago Locals.....\$1,387.25

STATE LOCALS' CONTRIBUTIONS TO APRIL 26, 1913.

Retail Clerks' Protective Association, No. 1130, Herrin, Ill.	\$ 5.00
United Mine Workers, No. 784, Marissa, Ill.	10.00
Division 125, Street and Electric Railway Employees, O'Fallon, Ill. .	5.00
United Mine Workers of America, No. 341, Lenzburg, Ill.	5.00
Carpenters and Joiners, No. 63, Bloomington, Ill.	2.00
Division 416, Street and Electric Railway Employees, Peoria, Ill.	5.00
Theatrical Stage Employees, No. 156, Danville, Ill.	1.00
Typographical Union, No. 124, Bloomington, Ill.	5.00
United Brewery Workers, No. 239, Quincy, Ill.	2.00

Total Contributions from State Locals\$ 40.00

Total Contributions from Local Unions 1,387.25

Total Contributions from both Chicago and State Locals.....\$1,427.25

REPORT OF THE LEGISLATIVE COMMITTEE.

Elizabeth Maloney, Chairman.

At the time of reporting to the last Biennial Convention, our Ten-Hour Law extending the limitations of the ten-hour day to occupations other than factories, laundries and mechanical establishments had just been passed, and signed by the Governor. It was not long after it went into effect that the constitutionality of the amendment was attacked in the courts and a test case, brought by the Charleston Hotel, of Charleston, Ill., was heard before the Supreme Court on February 17, 1912. Mr. Marshall, the attorney for the Charleston Hotel, stated in his brief: "Kitchen work does not impair health nor the maternal functions, but on the contrary such work tends to build up and strengthen the worker, improve the health and make stronger and more vigorous her offspring." Surely an interesting and amusing point of view. Edgar B. Bancroft, one of the most able attorneys in Chicago, generously gave his services to defend the constitutionality of the law in this case, and a favorable decision was rendered a few months later, so now there has been established in our State, Illinois, a law protecting women in other occupations than those generally known as laborious trades, and there can be no further question raised as to the constitutionality of it under the classification of occupations. The only change to be made in this law is the reduction of hours.

The Department of Factory Inspection was granted an increased appropriation by the last General Assembly for five additional factory inspectors. The new state-wide civil service law went into effect at the same time and the department came under civil service, but three temporary appointments were made. We made the request that at least one of these additional inspectors appointed be a woman, and recommended for the position Miss Lulu Holley. She received a temporary appointment in December, 1911, and this was extended each month. In the meantime she took the civil service examination and we are proud to report that she came out first at the examination for general inspector, so has been in the department since that time. One other woman, Miss Ethel Hanks, also passed the examination and received an appointment.

At the time of the primary and of election of members to the Legislature, we had printed for posting and distribution "Roll Calls" to be used in various districts, to let the voters know how each member voted on our bill, whether for or against. We believe this was effective because it showed the candidate that, while we have not the right to vote to express our protest against or approval of the action of the members of the General Assembly on our measure, we can at least make it known to their voting constituents. The voters did retire some of the members who voted against us.

At this writing there are pending in the Legislature several bills in which our League is interested. Our Committee is working to advance the Minimum Wage for Women and the bill to amend our Ten-Hour Law for Women, reducing the hours to eight in any one day. The chances are favorable for a reduction of the hours in the present law. The following bills have been endorsed by our League:

One Day's Rest in Seven.

Eight hours of Labor in Continuous Occupations.

Woman Suffrage.

State Reformatory for Women.

Initiative and Referendum.

The only bills above mentioned that have so far passed either House are the Initiative and Referendum and the bill granting to women the right of equal suffrage on all questions and propositions voted on for the following offices:

President Electors, member State Board of Equalization, Mayors and all other municipal officers, except police magistrates; Members of Board of Assessors and Board of Review, Trustees of the Sanitary Districts of Chicago, Clerk of the Appellate Court. This bill passed the Senate with twenty-nine votes for and only fifteen against it, but has still to go through the House of Representatives. The bill in this form does not require any referendum and is as broad as is possible without a constitutional amendment.

We trust that when the delegates assemble in St. Louis we can report the passage of all our bills.

A. N.

FINANCIAL STATEMENT.

Legislative Fund.

July 1, 1911, to April 1, 1913.

Balance on hand July 1, 1911.....\$ 10.00

Receipts.

Contributions 435.70

\$445.70

Expenses.

Printing\$213.98

Postage 18.50

Typewriting 10.65

Income tax to the National Women's Trade Union

League 42.07

Meeting of State Committee..... 65.70

Attending hearing of the Ten-Hour Law before Su-

preme Court 60.39

Trip to Woodstock..... 4.08

Miscellaneous 6.40

Total \$421.77

Balance on hand April 1, 1913..... \$ 23.93

Respectfully submitted,

AGNES NESTOR,
Treasurer.

HEALTH COMMITTEE.

Amy Walker, Chairman.

The women members of any union affiliated with the Women's Trade Union League can belong to the Health Committee by paying an annual per capita tax of twenty-five cents (\$0.25). Members of the Committee have the privilege of consulting the doctors on the staff of the Committee free of charge at their offices. The doctors are paid out of the fund of the Committee, which is made up of the dues from Unions and contributions from friends. Special thanks are due to Mrs. Samuel Dauchy for her splendid work in raising money for the Committee. Seven unions now belong, making a total membership of 1,012. Of these, ninety-seven members have been treated during the year 1912, at a total cost of \$2,006.50, or an average of \$20.68 for each patient; \$500 of this went to pay for a bed for tubercular girls at Naperville, Ill., where two girls were taken care of during 1912, one for seven months and the other for five, but which has not been undertaken for 1913. The demand for visits to the doctors is so increasingly great that we felt that it would no more than be met by all our available funds. We have had a great deal of use, however, from a bed in the Mary Thompson hospital which was given to us through the kindness of our doctors. Twelve girls have been treated at the hospital to date (April, 1913) since September, 1912, many of them undergoing important operations, and 171 days of treatment have been had.

In every case detailed records of information and industrial data concerning the girls' cases have been kept, and particularly in the cases of the oculists' records, have yielded interesting statistics. The number of visits of each girl to the doctors is also recorded and a plan is at present being worked out to devise some sort of progressive tax according to the number of visits to the doctor, so that the girls who go most frequently can feel that they are contributing in proportion, and thus help to make the committee self-supporting. Various methods have been resorted to to raise money, the most successful among the girls being the Mile of Pennies, which brought in \$213.48 in nine months. Interest in the Committee has been stimulated in many instances by talks by the doctors before the different unions, which have been a popular feature of the Committee. The Committee has succeeded in getting the Factory Inspector to remedy insanitary conditions in several factories. It has also secured six well-recommended dentists who have consented to work for the girls at cost. The Committee does not undertake to pay these bills but vouches for the good standing of the dentist. An attempt has been made, as yet unsuccessfully, to found a summer camp for the League. We hope very much to be able to put this through in the near future.

EDUCATION COMMITTEE.

Beatrice Dauchy, Chairman.

During the last two years the Education Committee has undertaken to secure teachers at the request of any foreigners who wished to have English classes held in their homes. During the winter of 1912-13 we have been especially fortunate in having the assistance of Miss Ruth Austin, an experienced teacher of foreigners, who has held a very successful class of Italians and helped us in directing all our work. We have also had one class of young Polish men, who were studying with a view to being naturalized. Miss Violet Pike's primer has been used in most of the classes.

The library of the League was wholly destroyed in the fire of December, 1911, but was given a fresh start by a Book Party held by Mrs. H. M. Wilmarth and the Education Committee later in the winter. There have been many other donations since then and we now have a library of 784 volumes, 367 fiction, 153 sociology, 178 under the general classification of literature, 77 history, and 10 science. There are about fifty regular borrowers. In addition to our own library we are authorized to draw upon the Chicago Public Library for any books, foreign or English, which we ourselves do not possess, so that we can respond to a request for practically any book desired.

A feature of the Education Committee which has been taken over by the League is the publication of the Monthly Bulletin. This was a development of the book bulletins which were formerly published by the Committee, but became so much a feature of the League work and so large an expense for one committee, that it was decided that the League assume the responsibility of issuing the bulletins once a month. The bulletin announces the monthly meetings, gives a calendar of other meetings, records local events of interest and also tries to keep its readers in touch with the changes in the general industrial and political situation. It will be gladly sent on request to anyone wishing to keep in touch with the work of the League.

DISTRICT COMMITTEE.

Amy Walker, Chairman.

All the records of the District Committee were destroyed in the fire of December, 1911, and during the year following two sets of reply postal cards were sent out in the hope of collecting the lost information. The number of replies received, however, was proportionately small, so the cheaper and more certain, though somewhat laborious, method was resorted to of making, with aid of the membership list and a map, a new catalogue of the members according to their location in wards. Then chairmen of the different wards were appointed and a meeting held at which plans were laid for making the different wards centers of distribution for the literature of the League, and also for investigating the conditions in the different parts of the city. It is hoped that the Committee will prove of great use in maintaining interest in the League and in local industrial conditions, and also as centers of publicity for the work of the League.

SUFFRAGE COMMITTEE.

Editha Phelps, Chairman.

The Suffrage Committee of the Chicago Women's Trade Union League consists of all league members interested in the work of obtaining votes for women. This Committee took an important part in the preferential primary campaign of April, 1912, on the suffrage question, undertaking to canvass the entire 17th ward with a house to house visitation. The thorough and enthusiastic manner in which this was carried out was due to the efficient organization of the work by Emma Pischel. The difficulties were unusually great, as a large portion of the inhabitants do not understand English, and considerable expense was incurred in printing literature in five foreign languages for distribution in the campaign.

The Chicago League has been affiliated with the State Equal Suffrage Association for a number of years. In the spring of 1912 it also joined the new Cook County Suffrage Federation, sending as delegates Mary Anderson and Editha Phelps, both of whom have been elected to the Board of Managers of the Federation.

On the occasion of the National Convention of the Progressive Party held in Chicago in August, 1912, an escort in honor of the women delegates to that convention was formed by Chicago organizations standing for woman suffrage, in which the Chicago League was largely represented.

In October, 1912, Miss Mary McEnerney was sent to the Convention of the Illinois State Federation of Labor especially to speak on suffrage.

Mrs. Floyd Dell represented the League at the Annual Convention of the State Equal Suffrage Association at Galesburg in November, 1912. She also acted as agent for Life and Labor.

In spite of the great expense involved in sending a delegate from Chicago to Washington to take part in the National Parade, March 3rd, 1913, the Suffrage Committee raised funds from friends outside the League for this purpose and our Secretary, Emma Steghagen, proudly bore the Chicago banner on that great occasion.

The first Mississippi Valley Suffrage Convention, held in Chicago in May, 1912, though not a delegate body, was attended by many of our members, and Mrs. Robins, Miss Henry and Mrs. Frances Squire Potter were upon the program.

The second Mississippi Valley Suffrage Convention, held at St. Louis, April, 1913, was attended by Alice Henry and Mary McEnerney, the latter being especially invited to present suffrage from the working women's point of view, which she did with striking ability.

A class in public speaking was carried on by the chairman of the Suffrage Committee from December, 1912, to April, 1913, with fortnightly meetings, for the purpose of relating votes for women to the various topics of public interest. The members were nearly all young girls and the attendance varied greatly, with a nucleus of a half a dozen faithful ones. Aside from the educational value and the interest excited in the topics discussed, the earnestness and enthusiasm of these girls found expression in the organization of a new suffrage society on the West Side of young working girls, which has already a membership of over forty with dues of twenty cents a month.

Catherine Finnegan made two special trips in the interest of suffrage. During the Wisconsin campaign she spent a week in that state, speaking at Milwaukee, Appleton, and Kenosha, and during the campaign of April, 1913, in Michigan, she spent the same amount of time there, speaking at many large meetings at Detroit and Jackson.

In addition to the activities mentioned above our officers and members have carried on suffrage propaganda by speaking and in other ways, ever ready on all occasions to serve the cause of woman's political enfranchisement.

E. P.

LABEL COMMITTEE.

Francis Harden, Chairman

The Label Committee has agitated continually for all label goods, and has been especially successful with the Typographical and the Boot and Shoe Workers' labels. Owing to the work of the Committee, practically all the suffrage societies and women's clubs with which we come in contact now use the label on their printing. For a time the League acted as agent for various label goods, which were obtained from the Union Label Shop in St. Louis. The League annually elects three delegates to the Chicago Trades Union Label League.

FIRE PREVENTION COMMITTEE.

Mary McDowell, Chairman.

The Fire Prevention Committee of the League was created shortly after the Triangle fire because of requests received from many unorganized workers asking that something be done to prevent a similar disaster in Chicago. The first step taken was to distribute thousands of leaflets among the workers in factories, asking them to fill out replies to a list of questions concerning the fire risks in their factories. Hundreds of replies were received and formed a valuable argument for the committee, when in the summer of 1911 the chairman, with Emma Steghagen and Mary Anderson of the Boot and Shoe Workers, Mary McEnerney of the Bindery Women and Elizabeth Maloney of the Waitresses, appeared before Mayor Harrison and asked that he create a Fire Protection Bureau. The Mayor was greatly interested and immediately sent a message to the City Council for a special committee to draft an ordinance containing all the suggestions of the Women's Trade Union League for a Fire Prevention Bureau, even to the compulsory fire drills. Alderman Thompson had charge of the work and it was largely owing to his vigilance and enthusiasm that all provisions of the ordinance were finally put through in September, 1912, with no weakening amendments. The ordinance creates a Bureau of Fire Prevention and Public Safety, and transfers to the Fire Department the inspection of all buildings for the purpose of ascertaining if they conform to the requirements for public safety. It makes it the duty of the Chief of Fire Prevention and Public Safety to enforce the provisions of all city ordinances which may tend to prevent the starting or spreading of fires, or disastrous results in case of fire, and allows him to call on the Police Department for aid when necessary.

The Committee attended three meetings of the special committee to draft the ordinance and also all the meetings of the City Council at which the ordinance was discussed. It arranged, too, for a Fire Prevention Sunday on October 13, 1912, the regular meeting day of the League. Alderman Thompson, Miss Kate Kellogg and Miss Mary McDowell spoke on Fire Prevention to an enthusiastic audience.

REPORT OF COMMITTEE ON LABOR BUILDING.

Mary McDowell, Chairman.

The old Open Board of Trade Building, the home of so many of the Trade Unions, of the Chicago Federation of Labor, and of our Women's Trade Union League, making it the trade union center of Chicago, was entirely destroyed by fire in December, 1911. This scattered the organizations to different buildings wherever temporary headquarters could be secured, and it was following this that we felt the time was opportune to launch the movement for a Labor Temple. We had a Committee on a Labor Temple, so such a movement had been our plan and this seemed the time.

Our Committee met and re-organized with Mary E. McDowell, Chairman; Agnes Nestor, Secretary, and the following other members: Mrs. Samuel Dauchy, Mary Anderson and Emma Steghagen.

A conference was called for Sunday afternoon, March 24, 1911, and was attended by delegates from the different organizations of labor to consider this movement.

For the information of the delegates and to be able to present figures showing the possible support that a Labor Building could have in Chicago, our Committee asked the different organizations to furnish us with the data as to the amounts spent each year for headquarters, meeting halls, social affairs, balls, etc. Sixty-nine organizations reported a total of \$22,433.00 for rent of offices and headquarters, \$7,399.00 for meeting halls, \$3,987.70 for balls and social affairs and \$824.00 for special and mass meetings, making a grand total of \$34,643.70 paid out each year. This amount representing the expenditure of 69 organizations only is sufficient to emphasize the amount of support a Labor building could have. There was a good interest in our conference and the entire matter of securing further information regarding the Labor Temples in other cities, making plans for ways and means of erecting such a building in Chicago, and the calling of further conferences was all left in charge of our Committee.

As the next step our Committee decided to start an educational campaign among the Trade Unionists of the different organizations, to have them understand the value and possibilities of such a building for Labor, what it will mean to the movement in Chicago and to get them to realize the great need for it. When they do we believe they will respond to its support. We plan to have lectures before the meetings and to publish a booklet for general distribution picturing the Labor Temples of other places and presenting plans of what we might have here.

At the next Conference our Committee will present some definite plan which we trust will be feasible and practical for building our Labor Temple.

A. N.

REPORT OF FINANCE COMMITTEE.

Olive Sullivan, Chairman.

The Finance Committee plans, initiates and suggests all manner of means to raise the necessary money to carry on the work of the Women's Trade Union League. Certain definite methods have been agreed upon, such as pledges from regular contributors, upon which we depend most for the necessary expenses; and the Hallowe'en Ball, occurring in the latter part of October or in the early days of November of each year. The ball is perhaps our happiest coming together of the year and always brings a helpful financial return in addition to its great social success. During the Lenten days, when everyone is more than willing to make a little self-sacrifice, the League has established a Self-Denial Week, when all of our members and friends are asked to turn their self-denial to the financial help of the League's treasury. Our trade union girls have been especially helpful in this endeavor to add to our funds, and through the co-operation of the shop stewards, pledges are circulated among the girls in the shops and their individual contributions are sent to the League office through the shop steward. We hope another year to make Self-Denial Week very far reaching and to make it of vital interest to all members and friends who we know will be glad to join with us in denying ourselves something for the cause we represent.

The yearly theatre benefit brings no doubt the largest return of any one method of raising money, outside of our regular contributors, and we depend upon it to tide us over the difficult times early in the year. We usually plan to have our theatre benefit occur in January, but the time varies a little from year to year in order to make the best arrangements possible with the theatres.

The report of the Organization Committee will show better than any other evidence the splendid co-operation given by the men's unions in helping the League in the organization of the women workers, and it is indeed encouraging to the League workers to know that such confidence is expressed in their work.

The treasurer's report will give in detail income from these various sources. But just in this connection we would like to make a very definite appeal to all who are interested in the work of the League—and every man and woman who is thinking seriously of this industrial question today should be interested in it—for their support, moral and financial, for the every-day, hum-drum end of the work. Appeals come to the Women's Trade Union League not only from workers, organized and unorganized—to help them secure agreements, to help them adjust difficulties, to help them to organize, to report for them violations of the various labor laws, etc., but they come from other organizations, from students and from the general public when they want to get first hand knowledge of industrial conditions among the working women. And in order to do the big things that cause newspaper comment and which one can make very telling and convincing reports upon, it is necessary that an organization be well equipped and digging away at constructive work day after day, the result of which is only reported from time to time in the newspapers when some specially brilliant stroke has been accomplished. This every-day work is the work which needs your encouragement, your inspiration and your loyal support. When you receive an appeal to help in the general work of the League, do not think it is not worth while, for it is the clock work that needs to be kept running smoothly and steadily in order to be "on the job" at the critical moment.

From time to time we are so pushed to find money to carry on the work that various and sundry methods of raising some of that money have been originated. Among these are the sales which are held at the League headquarters—apron sales—miscellaneous sales—sales of preserves and cakes and so forth. These sales have not only proved to be exceedingly worth-while financially, but have afforded all who have attended a very jolly time, resembling in fact a reception or a day at home at the League. The articles for sale have been arrayed in very attractive fashion in the rooms of the Chicago Federation of Labor where possible buyers are charmingly entertained by the most expert saleswomen! League girls of course! Then they find waiting for them in the League rooms a cup of tea and cookies and all their fellow trade-unionists from all over the city.

It is perhaps needless to say that even such a combination of methods of raising money does not adequately meet the demands for financing the Women's Trade Union League of Chicago, and it is because the Finance Committee realizes that fact that we have sent a recommendation through the Chicago League to the National Convention that some more substantial method be devised for the financing of local Leagues. We hope that when the delegates return to Chicago after the convention they will bring us the news that the League, which we all feel so keenly must continue and be able to do its work under any circumstances, is to be handled on a businesslike financial basis.

O. S.

We mix in many lands,
We march for very far;
In hearts and lips and hands
Our staff and weapons are;
The light we walk in darkens sun
and moon and star.

—Swinburne

LIFE AND LABOR.

The Women's Trade Union League of Chicago calls attention to the educational work carried on by the magazine of the National Women's Trade Union League, LIFE AND LABOR, which we are proud to claim as the first woman's labor magazine in this country.

One part of its mission is that it can be used by Local Leagues in various cities to keep in touch with one another and with the National movement to a degree that is possible by no other means.

LIFE AND LABOR contains each month articles of deep human interest which set forth the personal and social aspects of the woman worker's life and problems. There are always special articles on the labor difficulties and disputes which are pending at the moment. The short stories and pictures are regular features of the magazine.

As LIFE AND LABOR is published in Chicago, the Chicago League members are the more closely linked up with the actual bringing out of the paper. On the Editorial Committee, which meets weekly, the Trade Union members are Mary Anderson, Agnes Nestor and Elizabeth Christman. In the planning of the magazine these members are associated with the Editorial Staff which is composed of Alice Henry, S. M. Franklin, Mrs. Raymond Robins, Mrs. Frances Squire Potter, with Mary E. Galvin and, when in the city, Mary Gray Peck.

The girls eagerly look forward to the arrival of the magazines each month and purchase a large number of single copies. The Chicago League and a number of the Local Unions subscribe for a certain number of copies delivered monthly. Its red cover is a familiar feature of our monthly meetings where it is always on sale at the entrance. The current number of LIFE AND LABOR occupies a prominent position on our bulletin board and, frequently, visitors seeing it there are inspired to subscribe.

Hearty support and appreciation are also extended LIFE AND LABOR by the organized teachers and by men trade unionists, who are reading the magazine in ever increasing numbers.

We hope to further the interests of LIFE AND LABOR still more in the future. This we are sure is also the hope of all other local Leagues.

A. H.

EMMA STEGHAGEN,
AMY M. WALKER,
Secretaries.

ANNUAL REPORT OF THE RECEIPTS AND DISBURSEMENTS OF THE WOMEN'S TRADE UNION LEAGUE OF CHICAGO FOR YEAR ENDING DECEMBER 31, 1912.

General Fund.

Receipts.

By Balance on Hand, January 1, 1912.....	\$ 43.46
Contributions to General Fund.....	3,365.15
Annual Dues	172.00
Self Denial Week	185.50
Theater Benefit	323.36
Hallowe'en Ball	186.54
Sale of Seal Pins	10.00
Sale of Suffrage Badges	5.10
Proceeds of Cake and Apron Sale	43.05
Proceeds of Xmas Sale	88.87
Proceeds of Tea Room at Household Show	72.05
Subletting Office to Boot and Shoe Workers' Union....	140.00
Contributions from Laundry Workers for Organization	
Contribution from Engineers for Organization Fund...	10.00
Miscellaneous Receipts	76.76

Total receipts\$4,821.84
(Loan of \$1,000, in June 1911, by Mary Dreier)

Disbursements.

Salaries	\$1,825 00
Income Tax to Nat'l League (10 Months).....	298.64
Office Rent	564.90
Hall Rent	132.50
Postage and Petty Cash.....	317.80
Telephone	168.02
Miscellaneous Supplies	212.44
Printing	500.07
Mary Dreier (On Loan).....	*400.00
Traveling Expenses for delegates.....	71.22
Tax to Chicago Federation of Labor.....	13.00
Annual Dues to Am. Ass'n for Labor Legislation....	5.00
Annual Dues to Illinois Federation of Women's Clubs..	15.00
Annual Dues to State Federation of Labor.....	10.00
Annual Dues to Cook County Suffrage Ass'n.....	2.00
Per Capita Tax to Nat'l W. T. U. League.....	80.00
Refunded to Organization Fund.....	110.00

Total Disbursements\$4,725.59
Balance on Hand..... 96.25

\$4,821.84

*(The remaining \$600.00 was presented to the League in December, 1912, as a Xmas gift by Mary Dreier.)

January 1, 1912, balance on hand carried forward to new fiscal year, \$96.25.

Insurance Fund.

Receipts		\$2,000.00
Disbursements.		
Office Furniture	\$1,046.85	
Printing	400.82	
	\$1,447.67	
Balance on Hand.....	552.33	
	\$2,000.00	
Balance Carried Forward, January 1, 1913....		\$ 552.33

Education Fund.

Receipts.		
Contributions		\$ 210.26
Disbursements.		
Printing	\$ 154.04	
Postage	39.00	
Addressing Envelopes	17.60	
Income Tax to Nat'l League.....	6.00	
	\$ 216.64	
Deficit, January 1, 1913.....		\$ 6.38

Respectfully submitted,

FLORENCE C. SHERWOOD,
Treasurer.

A. K. MAYNARD,
Auditor.

No account can be rendered for the year 1911 as all the books and vouchers for that year were destroyed by fire in Dec. 1911.

331.88
W83
1910/11

ANNUAL REPORT
1910-1911
MARCH-MARCH
OF
**The Women's Trade Union
League**
OF
New York



New York City
43 EAST 22d STREET
1911

Return this book on or before the
Latest Date stamped below.

University of Illinois Library

APR 11 1969

L161—H41

ANNUAL REPORT
1910-1911
OF
The Women's Trade Union League
OF
New York

OFFICERS

MARY E. DREIER, *President*
LEONORA O'REILLY, *Vice-President*
ROSE SCHNEIDERMAN,
Vice-President
CAROLA WOERISHOFFER, *Treasurer*
JAMES P. BOYLE, *Auditor*
HELEN MAROT, *Secretary*

EXECUTIVE BOARD

Elizabeth Dutcher, Chairman La- bel Committee	Susie Morgan, Gold Leaf Layers' Union
Mrs. John L. Elliot, Chairman Education Committee	Violet Pike, Book-keepers', Sten- ographers' and Accountants' Union
Mabel Garside, Textile Workers' Union	Ida Rauh, Chairman Legislative Committee
Mrs. Lillian Heaffely, Neckwear Makers' Union	Melinda Scott, Hat Trimmers' Union
Clara Lemlich, Ladies' Waist Makers' Union	Hilda Svenson, Commercial Te- legraphers' Union
Mrs. Phillip Mathews, Chairman Williamsburg Branch W.T.U.L.	

AND

THE OFFICERS

Standing Committees

FINANCE

Caroline L. Pratt
Edna F. Brown
Mrs. John Collier
Dorothea Dreier
Ellen E. Garrigues
Mrs. Durdin Van Vleck
Carola Woerishoffer

ITALIAN

Mary E. Dreier
Cara Burch
Arthur Caroti
Mary Frugone
Harriet Forbes
Mrs. Cornelius Poillon
Mrs. Mary S. Oppenheim
Elizabeth Romer
Zoe Liebman

EDUCATION

Mrs. John L. Elliot
Helen Hall
Mary S. Marot
Helen Marot
Harriet Johnson
Mrs. Joseph H. Wise

LABEL

Elizabeth Dutcher
Nellie Curley
Jeanne Cassard
Dora W. Davis
Mrs. John L. Elliot
Frances Ecob
Alice Gannet
Anna B. Griffiths
Annie McNally
Sarah Luire Ostrow
Sarah Rush Parks
Melinda Scott

PUBLICITY

Florence Rauh
Rose Young

LEGISLATIVE

Ida Rauh
Mrs. Charles Beard
Frances Ecob

Bertha Rembaugh
Mrs. John B. Andrews
Mrs. Durbin Van Vleck
Melinda Scott

33188
W 89
1710/11

Introduction

The strike of the Waist Makers, which was recorded in the last annual report, for several months absorbed the attention of all organized labor as well as the Women's Trade Union League. The strike gave an impetus to a general unrest of which it was a symptom.

The great strike of the Cloak Makers, six months later and the eventful strike of the Garment Workers in Chicago were kindred expressions. The success of the Waist Makers' strike unquestionably gave to the Cloak Makers the necessary stimulus for action. The strike served as a timely suggestion to all workers and especially to women workers of the possibility of change in their trade conditions through collective action. It introduced a leaven which has been felt in every sewing trade and countless other trades, some skilled and some unskilled, organized and unorganized in New York City and elsewhere.

These general trade strikes have also introduced into the trade union movement in our own country a ruggedness of spirit which springs from the rank and file. But they have done something more. They have brought together for assimilation two phases of collective action, which for the sake of contrast may be termed impulsive and sustained. The two phases are often popularly construed as revolutionary and constructive, but the terms are loose and inaccurate, for constructive methods may be revolutionary and revolutionary methods may be constructive. The characteristic trade union methods of the American official movement have been to revolutionize conditions of employment by securing, step by step, one gain at a time. While the workers who have come to this country from Russia have brought with them a strong sense of a common cause and of brotherhood, and in their movements they have counted on spasmodic, rather than sustained action to win their cause. They have relied on their sense of solidarity, called to action from time to time, rather than on a strong permanent organization to hold or to gradually increase their gains. As the two strikes of the Waist Makers and Cloak Makers occurred in trades where there was a minimum of

organization and where the call to the trade was answered by an overwhelming majority of the workers and where the outcome was successful the strikes represent remarkable expressions of revolutionary impulse.

Following the strikes the official trade union movement, with an Anglo Saxon tenacity to hold on to what is once gained, demanded that the workers in these trades complete and perfect their organizations and take their place as a permanent, not spasmodic force in the trade union movement of the country. While there was and is still some resistance to the introduction of business methods into these unions, there are gratifying indications of recognition of the need among the foreign workers.

The Women's Trade Union League having won, during the strike of the Waist Makers, the full confidence of the strikers realized that it was its peculiar responsibility to help introduce into the union of Waist Makers, system and methods of administration which would insure permanent and constructive organization. The League has been called upon to face, at the end of the strike its responsibility in this regard, not only to the Waist Makers, but to other trades which have been stirred to action or unrest.

Another outcome of the League's co-operation in the strike of the Waist Makers is the realization for the first time of the Russian Jewish workers that the American or Italian workers would not respond to the same sort of appeals as the Russian people nor would they adopt or submit to the same methods of organization. Since the strike, the United Hebrew Trades and other organizations in which Russian Jews predominate, have turned to the League and asked it to take charge of their American and Italian women working in the factories which they had organized. At the end of the strike the League was insufficiently equipped to meet the demands the unions made, or its full responsibility in situations which it had helped to create.

The strike disorganized the work of the League's standing committees as the members had given all their time to the strike; it had disorganized the League's office force which had been as fully involved. On the other hand it brought to the League many new members. The situation not only gave the League its opportunity to reorganize on a more effective basis but it made reorganization imperative.

Organization of Women

Italian Women

During the Waist Makers Strike the wholesale use of the Italian women as strike breakers made it necessary for the League to carry on an aggressive campaign and save to organization the two thousand Italians who had been induced to join the union during the strike. A leader was needed. While the strike was in progress the League had induced Mr. Arthur Caroti to give up the work with which he was connected, to help in the strike. After the strike he was retained as the League's organizer among Italian women. Mr. Caroti is not only a strong advocate of constructive trade unionism, which is unusual among Italian labor leaders, but he understands his own countrymen and is keenly sympathetic. He realizes that his task of organizing the women into trade unions involves educating, as well, the Italian men who control their families; he realizes that his work cannot show results in proportion to the efforts put forth, because of the conservatism of the people and that for a long period its principal value will be educational. Nevertheless, at the end of ten months he has laid the foundation for organization and can show actual gains. Mr. Caroti works under the Italian Committee.

Through the spring and summer months invitations were issued to girls and women living in the neighborhood of the two settlements which had offered their co-operation, Richmond Hill and Greenwich House. The meetings were attended regularly by the women in the neighborhood; entertainment was offered and talks given by Mr. Caroti, but it was not until the autumn that serious work was begun. With the aid of the Italian Medical Society, which recommended a physician, the Italian Mutual Benefit Association was formed. Any girl of working age and any woman belonging to a wage earner's family is eligible to membership on the payment of dues of ten cents per month; her membership gives her the right to the advice of a physician; she is required to attend regularly the bi-monthly meetings of the Association which meets alternately at the two settlements. Members of the committee have made fully 1,200 visits to individual Italian families. The Association has

grown with remarkable rapidity and there is opportunity for educational work of a serious nature. The extension of organization of these groups of Italian women to other Italian districts for educational purposes will be pushed forward as fast as increase in income and workers permits. One settlement is paying the salary of a resident who gives the greater part of her time to co-operating with the Italian Committee. The Committee is indebted to a number of friends, some of them professional, who have most generously furnished entertainment for the meetings.

In connection with the Waist Makers' Union the League's organizer has established an Italian Bureau with an assistant in charge. This bureau looks after the interests of the Italian members of the Union.

Mr. Caroti holds weekly conferences with Italian trade union organizers for the purpose of securing their co-operation; he has also under his care eight Italian men whom he is instructing in methods and aims of American trade unions. It is hoped that these young men will soon be able to fill, in part, at least, the great demand for Italian organizers.

American Women

The Russian-Jewish girl who is unquestionably the leaven directly responsible for the recent expressions of unrest among the women workers, thinks the American girl is as hopeless for purposes of concerted action as the Italian. The League, on the other hand, regards the American girl as its future asset in building toward permanent organization. The American working girl in New York City lacks the spirit necessary for collective action and as it has been amply demonstrated will not answer to the same stimulus as her Jewish sister, but must be appealed to on the ground of definite returns in the near if not the immediate future. The League has been unable until this year to support a special organizer to work in this field, or to secure the woman whom it has realized for several years was better equipped than any other through long training and successful organization work. In October it was possible for the first time for Miss Melinda Scott to so adjust her work in her own trade that she could take up the work which the League urged

upon her. She continues to supervise her own organization, the Hat Trimmers of Newark and New York. Both of these unions gain strength each year. Every hat trimmer in Newark is a member of the union and eighty per cent of the trimmers in Greater New York are union members. On account of the relation of the trades as well as the nationality of the workers opportunity for organization among the STRAW HAT MAKERS is opening up and Miss Scott is working up interest among the members of the trade. The high degree of skill required in the straw hat trade is a valuable asset in extending and strengthening organization. Miss Scott has also made connections with the SILK WORKERS, as well as with the GLOVE WORKERS. But the heaviest and most extensive work has been with the "UPTOWN NECKWEAR MAKERS." For many years there has been an organization of the Neckwear Makers in the contract shops of the lower East Side where Russian Jews predominate. On account of the general unrest among women workers the downtown union of the contract shops decided that the time had come to organize the uptown or inside shops, as the regular factories are called. The Union turned to the League for assistance as the workers in the uptown shops are Americans. Miss Scott has built up and held together this branch in spite of the necessity of proving to the American girls the need and value of organization and adjusting the differences in conception of unionism of the two groups. The interest and intelligent grasp of the principle of organization of these new recruits to trade unionism goes to confirm the faith of the League that the American girls will eventually bring to the movement in New York the much-needed sense of constructive organization.

Russian Jewish Women

To turn from the organization of the American girls back to the responsive warm-hearted Russian girls is to repeat the story of organization as we have told it in our former reports, for up to this year, it was among these girls, that the League was most cordially welcomed. At the end of the Waist Makers' strike the League felt that its responsibility to those workers had only just begun. Facing the great task

ahead of helping to turn the army of new recruits into unionists strong to maintain organization, the League received with some humiliation, as well as appreciation, friendly tokens from the National organization of the Waist Makers as well as from the local union. The National expressed its appreciation of the League's co-operation in the strike by presenting it with an engrossed testimonial of its services; and the Waist Makers, during its May Day procession passed the League and presented it with a beautiful silver loving cup.

It was not until late in the year that the League had the opportunity to help to introduce into the union certain necessary methods and business forms. When the time came for the signing up of contracts for 1911 the Union's executive board and the officers were so overwhelmed with work that they appealed to the official representative trade union bodies to assist them. A conference was formed of delegates from the International Ladies' Garment Workers, Central Federated Union, United Hebrew Trades, Women's Trade Union League, the New York organizer of the American Federation of Labor and others. Through an appeal from the League to the Strike Council a salary was contributed and a business manager was employed for ten weeks to represent the conference. The manager, Mr. William Mailly, co-ordinated the various departments of administration and introduced system throughout the Union. The conference introduced a plan for re-organization of the Union which was adopted by its members. With the continuation of the new order together with good seasons of work the Waist Makers' Union should become one of the strong forces in New York City for trade union organization. The League's part has been considerable in the reconstruction of the Union.

A result of the strike and the League's co-operation with the strikers was a suit for damages against the Union and the League. The claim for damages is based on the ground that the strike successfully prevented the manufacture of shirt waists at one shirt waist plant and thus interfered, it was claimed, with commerce between New York and other States. Mr. Louis Brandeis most generously acceded to the League's request to act as its counsel. Miss Bertha Rembaugh has been assisting in the preparation of the brief in the League's defense.

A report of an investigation of the waist trade by Miss Ueland and Miss Goodman, under the direction of the League and the School of Philanthropy, gives an accurate and valuable statement of the trade in New York City. An article by the Secretary of the League in a volume on the Economic Position of Women, published by the American Academy of Political Science, interpreted the forces which animated the strike.

The League took part in the CLOAK MAKERS' Strike. It furnished speakers, assisted in the organization of a speakers' bureau, furnished bail and through a representative took part in the meetings of the Strike Committee.

The League's East Side Organizer has secured the co-operation of the International Ladies' Garment Workers in the organization of the WHITE GOODS AND PETTICOAT MAKERS. An office has been opened on the East Side as headquarters of the two unions. The DRESS-MAKERS who were under the care of the League were transferred to the Waist Makers' Union, which has jurisdiction over the dressmakers as well as the waist makers.

Strike Council

An outcome of the general strikes was the gift to the League of \$10,000 to be used for emergency purposes in trades where strikes were threatened or in progress. The fund offered the League its first opportunity to do emergency and organization work in preparation for strikes. To keep the fund intact a Strike Council was incorporated. The purpose of the Council as stated in its charter is that the Council shall anticipate strikes of employees in trades where there are women workers by strengthening the organization of union workers when and where such strikes are threatened; shall co-operate with the trade unions in such trades in bringing strikes to a successful issue either where amicable methods have failed to prevent the said strike or where a strike would be conducive to the trades union organization of women; and shall pay wages or benefits to women for short periods in compensation for employment lost through trade union activity in any business or for emergency services in organization work among women. The members of

the Council are the members of the Executive Board of the Women's Trade Union League.

The Council has donated \$1,000.00 of the fund to the Chicago strike; it has paid the salary of the business manager of the Waist Makers' Union amounting to \$490.00. The manager made it possible for the organizers to handle the shops and the annual settlements made with the employers, so as to reduce the necessity for strikes in many shops and induce settlements without unnecessary friction. He introduced methods of administration which should be of lasting benefit to the union.

Cordage Strike

The American Cordage Workers at Greenpoint, Brooklyn, reached a point last summer where even an unsuccessful strike meant scant loss for the workers. Girls received \$4.25 a week when beginning work and reached at last by slow stages of thirty cents advance to \$6.00, which is the highest wage paid the women in that plant. The men were paid from \$7.00 to \$9.00. The mill was filled with Lithuanians and Poles, most of them understanding little or no English. After the strike had been in progress a fortnight the League was asked to co-operate with the Union which had been formed. The situation was difficult. The difference in language and lack of interpreters who understood the League's methods made effective work almost impossible. Efforts were made to bring about a conference with the employers and employees. The conference failed to bring results. The League conducted English Classes during the strike. There was much disturbance and many arrests. The League furnished bail for the strikers and raised funds through the unions and the League members which helped tide the strikers over. \$807.15 was raised and distributed through the League.

Bailing Strikers Out of Court

It is interesting and significant that out of the twenty-five strikers for whom a member of the League furnished bail this past year as well as the several hundred others for whom bail was furnished the year before, only one striker failed to appear. This was a Lithuanian girl who worked

in the Cordage Mills. Her non-appearance was due to her misunderstanding the directions of the interpreter and the removal of her family to Europe during the time which elapsed after her arrest and the calling of the case. The bail furnished for the twenty-five strikers for the past year amounted to fourteen thousand dollars.

Districting

Plans have been worked out for districting the city so as to secure the greatest possible co-operation from the members at the least cost and expenditure of energy. Two of the League members have classified the membership by Assembly Districts and have arranged maps and records to facilitate the work. The Williamsburg (Brooklyn) Branch, the first district or branch League, was organized in January and has reported the industrial activities and social centres of the locality. The members have secured data relative to the neighborhood and are ready to take hold and help in the general work as well as the local work. The districting will be extended as fast as members are found who will take the responsibility of pushing the work in their respective neighborhoods.

Organization Auxiliary

The Organization Auxiliary is another attempt to secure from the general membership active and efficient workers to help meet the increasing demands on the League. The plan of the Auxiliary is to give the members instruction in trade union problems as well as to secure their assistance. Fortnightly meetings have been held and concrete and practical trade union problems taken up for discussion. The members interested in helping in the organization work have been requested by the organizers to help in picketing in times of strikes; to help conduct shop or union meetings; to visit working girls in their homes to explain to them the importance of supporting the union of their trade. The Auxiliary has not yet increased the number of active workers and those who have attended the meetings are the members already fully employed in the League work. Whether the Auxiliary will serve the purpose for which it was started is still uncertain.

Tributary Work

Pushing the Label

Following the Waist Makers' strike the Label Committee did intensive work for the label of the Ladies' Garment Workers on shirt waists as the public was still aroused and interested in the welfare of the workers of that trade on account of the strike. Speakers were sent to a large number of influential women's clubs, and two pamphlets written and distributed—one specifically on the Ladies' Garment Workers' Label, and printed by that Union, the other, on the general subject, entitled, "Women and the Union Label." Public interest was aroused not only in New York but elsewhere. The New York Federation of Women's Clubs and the Association of Collegiate Alumnae endorsed the label. Wellesley College held a sale of the label shirt waists and much activity followed in and around Boston. The committee has aroused a limited but systematic demand for union label goods, and was specially successful in placing the shirt waists in a number of smaller stores. In co-operation with the American Wholesale Co-operative Society, a sale of waists was held at the League in the spring, and orders taken for waists for some time thereafter.

Late in the spring the Chairman of the Committee was appointed Chairman of the National Label Committee of the Women's Trade Union League, and some of the work of the New York Committee shifted to the new committee. This has enabled the local committee to do more effective work. In May the Union Label Fair of the Central Labor Union was held. The Committee had its booth as usual but this year in co-operation with the American Wholesale Co-operative Society. Ready-made suits, shirt waists, playing cards and pocket knives were on sale. During the Bakers' strike members of the Committee worked in co-operation with the Bakers' Auxiliary and the Socialist Women's Society doing house-to-house canvassing for the Bakers' Label.

The Committee has hailed with great joy and relief the advent of the new Label Shop at 4 West 28th Street. It has

given much time to the advertising of this new enterprise. The shop is an independent business undertaking financed and run under ordinary corporation methods. Many of its incorporators were members of the Label Committee. Its establishment has been an important factor in improving the label situation in our city. Recently St. Louis has followed suit with such a label shop.

The Committee has felt very strongly that there was need of unity in action in propaganda for the label in New York City. There are five label committees attached to as many central bodies, besides many attached to different locals, and lack of co-operation made much of the work involved ill-directed and fruitless. A conference of label committees was accordingly called, of which Mr. Peter Brady, of the Allied Printing Trades Council is Chairman, and Miss Elizabeth Dutcher is Secretary. A plan for the business organization of a central label organization was drawn up, and the endorsement and financial support of the central bodies was obtained. The outlook for the success of the movement seems promising.

Furthermore, the Committee is planning to call in April a conference on the church and the union label. Various church leaders have been consulted. It has been found that there is much genuine interest and sympathy among church people in the label work. Important developments in this field are looked for, as well as through the religious press.

It has indeed been a year of encouragement, the trade union movement in general is dealing with the label in a more concrete and business-like way, and at least two organizations—the Textile Workers and the Neckwear Makers—have made progress with their own labels.

Education

The Education Committee reorganized in November. Prior to that time its work had been confined to the conducting of classes in English for foreign-speaking union girls. After the re-organization of the committee the English classes, held heretofore under the direction of the League were abandoned and the committee decided to place any requests which came to it from union members for English classes, under a competent instructor or institution teaching English. So far only three classes, consisting of members

from the Selbstbildungsverein have been formed. These classes meet at the College Settlement. The Committee keeps in touch with the pupils and on request will send pamphlets or lecturers from the League on industrial subjects.

There is a Debating Class which started with twelve members. The class has been unfortunate in not being able to secure a permanent teacher. Miss Seely, of the Horace Mann's School, is now in charge. Members of the class under the Chairman of the Education Committee have begun studying the evolution of industrial society and the place of the trades unions in society.

The Musical Club was formed in November. The Club meets every Monday night at 6 o'clock and has twenty-five members. The present purpose of the club is to teach correct breathing, tone production, sight reading, elementary theory of music. It was intended at first to make the club a pastime and evening recreation for the members, but the students were so earnest and so desirous of learning music that serious study soon became the order of the evening's work. Originally only four members could read music, and now the entire class understands the different modes, keys, the intervals, and are gradually learning to read at sight and sing with correct intonation and rhythm. The attendance and interest of the students have been most satisfactory. The director offered opera tickets as prizes for attendance and punctuality. Sixteen pupils won prizes to the operas *Königskinder* and *Madam Butterfly*.

A series of short and very simple talks were prepared by the Committee on industrial and social subjects, which give some of the leading principles in the evolution of society and present the development of industrial society in such a way as to explain the sequential and inevitable character of the present labor and trade union movements. The first talk was given January 19th. In six weeks fifteen talks had been given to girls' clubs.* These talks were given by Mrs. Elliot, Miss O'Reilly, Miss Ecob, and Mrs. Beard. Before engagements were made the Committee sent out a questionnaire to the leaders of different girls' clubs, settlements, churches and other organizations in New York City. Data was secured covering the size, purpose and character of sixty-four clubs.

* See Addenda.

The Committee has arranged with Miss O'Reilly to give a series of talks to different unions.

The Committee has made arrangements for a series of four or more pamphlets of three or four thousand words each on the following subjects to be published in English, Yiddish and Italian. "Leading Principles in the Development of Society," "Evolution of Industrial Society," "The Labor Movement and Trade Unions," "Comparative Study of the Labor Movement in Germany, France, England and America." These pamphlets will be prepared by Professor Charles Beard, of Columbia; Professor Lester Ward, of Brown University, and Mrs. Jessica Finch. The ground these pamphlets are to cover has been thoroughly worked out. The purpose of the pamphlets and leaflets is to give women in industry a clear and simple idea of what human progress means and to make them realize their place in the development of society. The Committee has arranged for classes to instruct and prepare the teachers who will use the subjects of these pamphlets in talks to working women.

The Committee records the lectures given by the members of the League as well as furnishes lectures. From December 1st to March 1st the Committee's records show eighty-nine lectures given.

The Committee has charge also of the records of the Entertainment Bureau, which was organized by the Chairman of the Committee. These records are a classified and catalogued list of people who volunteer their services to the League once or twice a year, to entertain either as singers, violinists, cellists, jugglers, ventriloquists, or dance music pianists. Twenty-five people have volunteered their services. The Entertainment Bureau needs many more.

Legislation

The first meeting of the Legislative Committee was held December 5, 1910. The aim of the Committee is to make women familiar with the laws already on the statute books, so that they can themselves be useful as an organized body in the enforcement of legislation and can also bring knowledge of the laws before unorganized girls and in this way help to create the feeling of solidarity which may be useful

for organizing in the future. It expects to publish handbills and leaflets for this purpose. The chief aim of the Committee will be to see that the working women are represented in all future legislative agitation which affects them. It is also the purpose of the Committee to have members of different trades keep the Committee informed of any particular conditions in their trade which seem to them to require legislative regulation.

The Committee in its first three months of existence has supported the 54-Hour Bill, investigated the conditions for protecting the workers in case of fire in factories and has formed a Joint Legislative Conference.

In supporting the bill limiting the hours of women and minors in New York State to 54 hours per week, the Chairman of the Committee with five other women representing different trades appeared at the hearing before the Assembly Committee, and spoke for the measure. It was most effective and successful.

The investigations of the conditions in factories relative to protection of women workers in case of fire were undertaken after the fire in a Newark factory, which resulted in the tragic death of twenty-five working women. No legislation has been introduced by the Committee so far. It hopes to co-operate with the Fire Department in its effort to amend the charter in order to impose the responsibility for fire protection on one Department, *i. e.*, the Fire Department, and also to demand certain definite requirements of owners and tenants.

The Conference organized by the Committee is known as the Joint Labor Legislative Conference, composed of delegates from the Legislative Committees of the Central Labor Union bodies in Greater New York. The Conference is used as a clearing house for the legislative measures endorsed by its separate bodies and it is hoped will avoid unnecessary work and provide a simple and permanent method for co-operation.

At the present time the members of the Committee are investigating the question of a legal minimum wage, the possibility of using the public schools as meeting rooms for trade union purposes, and the effect of shorter hours on wages, all with the intention of using the data acquired in connection with future legislative work.

Publicity

The report of the Publicity Committee covers only five months, since it was found impracticable to re-organize the Committee for work until October, 1910. Since October the Committee has contributed weekly articles to the Call, the Brooklyn Daily Eagle, the Vorwarts and the Volkzeitung. Occasional articles have appeared in the Hlas Lidu, and the New Yorske Listy, two Bohemian papers. The Committee has also sent monthly contributions in the way of short articles or notes to the official organ of the League and to the following trade papers: American Federationist, Retail Clerks' Advocate, Pattern Makers' Journal, International Ladies' Garment Workers' Journal, Worcester Labor News, Typographical Journal, Leather Workers' Journal, The Tailor, and the Allied Printing Trades Bulletin. Special articles have appeared from time to time in the press.

Social Events

The League in its first Annual Ball and the Labor Day Parade last September proved that it could take a day off with as great enthusiasm as it could enter a strike. The Ball was held November 11th at Grand Central Palace, which was brilliantly decorated with flags and filled with men and women from almost every union in Greater New York. Annual balls are common occurrences among unions, but this was representative of all the unions. The program which preceded the dancing gave great pleasure to all the guests and much gratitude is due to the friends who contributed the talent. The program included songs, violin solo, national dances, magician and comedian performances, all of which was furnished by Miss Lillian Lambert, Mrs. Alma Webster-Powell, Misses Lewisohn, Miss Morris, Miss Schwartz, Mr. Maurice Nitke, Mr. Maurice, Mr. Philip Staats.

The Bazaar was the result of contributions of hand work of some devoted members. Many of the articles contributed were too expensive to sell at the prices they should have brought and it was with much regret that the time and money spent by faithful members of the League were sacrificed in the sale on account of the necessity of completing

the sale in the few hours allotted to the evening's entertainment. One of the features of the ball which afforded a great deal of fun was the contest for proof of popularity among the unions. Typographical Union No. 6 received the largest number of votes, but with great generosity it offered to the Bookkeepers', Stenographers' and Accountants' Union, which stood third on the list as a popular union, the hand-painted banner which the League held out as prize. There was dancing and continuous merriment until after midnight. The ball, however, served another end most successfully: it was not only an opportunity for good fellowship and a social time for unionists, but netted the League fifteen hundred dollars. The sale of tickets was in the hands of a sub-committee and the work of this Committee was to visit unions to ask them to extend their financial support to the League through the purchase of tickets. These visits gave the League its first opportunity to present to individual local unions, with which it was not working, its purposes and work. The members of the committee which visited the unions received a warm welcome and the League owes them a debt of gratitude as the work of visiting the unions was the heaviest of the heavy work in preparation for the ball. 164 unions were visited and 3,000 tickets were sold.

The preparation for LABOR DAY was almost as arduous in its demand on the League members as was the preparation for the ball, but it resulted in a demonstration which was brilliant and in a day of great joy. It was the first of New York's Labor Day processions in which women marched afoot. The trucks of the section were decorated with League colors and golden-rod and one was filled with the children of the bakers whom the League had helped in the recent strike. But it was the marching section which caused the greatest sensation and it is safe to say that the marchers got more out of the parade than those who rode, for they marched behind a splendid band from 54th Street to Washington Square and the walk seemed all too short. The marchers wore white dresses and caps and sashes of blue and orange. The week following Labor Day such comments were heard in the League rooms as "Oh, wasn't it beautiful?" "Did you ever have such a good time?"

There have been several social events besides Labor Day

and the Ball. The reception given to Mr. Ben Turner and the Hon. William Brace, the British delegates to the American Federation of Labor Convention and their wives was enjoyable and successful. The members of the League were enthusiastic over Mr. Turner and Mr. Brace's handling of the industrial and political aspects of the British labor movement.

During the winter the President of the League has given two dances to unions—one to the Bookbinders and one to the White Goods Workers.

A dinner was given to the nine lawyers who had volunteered their services at the League's request during the Waist Makers' Strike.

Decoration Day was celebrated with an excursion to Oceanic. There were picnics also in July and August—one in Central Park and the other at Miss O'Reilly's home.

The League's Affiliations and Membership

The individual League membership has increased from 417 to 558. The membership through union affiliation is 55,184, of which 20,029 are women.

The following trade union organizations are affiliated:

Auxiliary of New York Stereotypers and Electrotypers, Auxiliary No. 56 International Union of Steam Engineers, Bookbinders No. 43, Bookkeepers, Stenographers, and Accountants No. 12,646, Boot and Shoe Workers No. 160, Cigar Makers No. 141, Cloth Hat and Cap Lining Makers No. 23, Cloak and Suit Tailors No. 9, Children's Cloak and Reefer Makers No. 17, Commercial Telegraphers No. 16, Gold Leaf Layers and Stampers, Hair Workers, Ladies' Tailors and Dressmakers No. 38, Lithographers' Subordinate Association No. 1, Park Employees' Protective Association No. 11,820, Typographical No. 6, Underwear Workers, Peekskill; United Hat Trimmers, New York; United Hat Trimmers, Newark; Vest Makers No. 16, Waist Makers No. 25.

National League

The New York League has heretofore contributed to the National League only its per capita tax. This year it con-

tributed \$500 besides to the general fund of the National League. One thousand dollars was contributed to the Chicago League to help in the Garment Workers' Strike through the fund of the Strike Council. There is a growing realization among the members of the New York League of the necessity in the future of helping the national movement more generously.

Central Bodies

The League is affiliated with three Central Bodies—the Brooklyn Central Labor Union, New York Central Federated Union, and the United Hebrew Trades. The League is affiliated with the Workingmen's State Federation and this year Miss O'Reilly as last year, represented the League at its convention in Buffalo.

During the year at the request of the organizations, the League sent delegates to the National Convention of the International Ladies' Garment Workers, the Day of Rest Conference (New York), Joint Labor Committee on Employers' Liability Compensation, Milk Supply Committee, New Sources of Revenue for the City, Annual Convention of the Textile Workers' Conference on the Label, Bakers' Meeting of the Central Federated Union.

The League also sent a delegate to legislative hearings on the Dana Bill and the 54-Hour Bill.

General Co-operation with Unions

Besides the unions with which the League is working continuously it has actively co-operated with the following unions: Bookbinders, Bakery and Confectionery Workers, Cloak Makers, Cordage Workers, Chandelier Workers, Corset Workers, Furriers, Ladies' Tailors, Jewelry Workers, Paper Box Makers, Piano Workers, Smoking Pipe Makers, Textile Workers, Umbrella Workers, Allied Printing Trades Council, Human Hair Workers, Carpenters.

LEAGUE MEETINGS.

Twelve regular monthly meetings of League, including the following with special program:

April.—"General Strike in Philadelphia," by Mr. Hugh Frayne.

July.—Cedar Hill Outdoor Meeting.

August.—Miss O'Reilly's home. Outdoor Meeting.

November.—"Trade Union and Political Situation in California," by Miss Maud Younger; "The Union Label," by Miss Elizabeth Dutcher.

February.—"Chicago Garment Strike," by Mr. Spiegel.

Six meetings of the Organization Auxiliary.

Three conferences of the trade union members.

A reception to the British Delegates to the American Federation of Labor Convention.

A dinner to the lawyers who gave their services in behalf of the Striking Shirt Waist Makers.

Propaganda

Eight hundred "Labor Advocates," eight hundred copies of "Life and Labor," have been distributed; twelve hundred Annual Reports; five hundred Convention Reports and Proceedings.

Through the monthly bulletin the first issue of which appeared in February the League is able to reach its members better than heretofore with items of League news and appeals as well as with the calendar meetings for the month.

Miss Woerishoffer compiled for the League a bibliography of Women in Industry which was published by the American Academy of Political Science. It is a selected and annotated list of books and pamphlets in the English language. It is the best reference list on the subject.

Besides speaking constantly at meetings of unions, representatives of the League have addressed the following meetings:

MARY E. DREIER.

Suffrage Club, Madison, N. J.

Flatbush Woman's Club.

Federation of Women's Clubs.

Single Tax Club.

Woman's Club, Congregational Church, Westfield, N. J.

Suffrage Association, Plainfield, N. J.

Equal Franchise Society, Flushing, L. I.

Woman's Club, Church of Pilgrims, Brooklyn.

Open Meeting, St. Louis.

ELIZABETH DUTCHER.

Fabian Society Summer School, Lanbedr, N. Wales.

Congress of Socialist Women, Copenhagen.

Jacob Riis Settlement.

Packer Institute Alumnæ.

Social Ideal Forum, Brooklyn.
People's Forum, Brownsville, Brooklyn.
Central Labor Union, Kingston, N. Y.
Intercollegiate Socialist Society.
Studio Club, New York.
Ridgewood "Times" Meeting, Brooklyn.
Girls' Friendly Society, St. George's Church, New York.

HELEN MAROT.

National Colored Association.
Redfield Park Congregational Church.
Woman's Suffrage Party, 1st Assembly District.
Neighborhood Workers' Association.
League for Political Education.
League of Unitarian Women.
Joint Meeting at Greenwich House of Classes of School
of Philanthropy and Barnard College.
National Society of New England Women.
Banquet and Ball of the Gold Leaf Layers and
Stampers.
Class in Household Arts at Teachers' College.

LEONORA O'REILLY.

Waist Makers' Ball.
Bridgeport Label League.
Hartford Socialists, Hartford, Conn.
Woman's Club, Staten Island Fair, New York.
Workingmen's State Convention, Niagara Falls, N. Y.
Saturn Club, Buffalo, N. Y.
Labor Lyceum, City Hall, Rochester, N. Y.
Socialist Sunday School, Rochester, N. Y.
Socialist Branch, Rochester, N. Y.
Metal Workers' Educational Club, Brooklyn.
College Settlement.
Girls' Club, Ludlow Street.
Barnard College.
Young People's Socialist Circle.
Banquet and Ball Gold Leaf Layers and Stampers.
Young Men's Club, University Settlement.
People's Institute.
Church of Divine Paternity.
Parcels Post League, Cooper Union.
Festivals of Humanity.

VIOLET PIKE.

College Club, Jersey City.
Vassar Students' Aid, Brooklyn.
Normal College.
Consumers' League.
Intercollegiate Socialist Dinner.
Bronx Forum.

ROSE SCHNEIDERMAN.

Suffrage Convention.
International Ladies' Garment Workers' Convention,
Boston.
Central Labor Union, Holyoke, Mass.
Waist Makers of Philadelphia.
Waist Makers of Boston.
Market Street School and Recreation Centre, Philadel-
phia.
Congregational Church, Brooklyn.
Trinity Church, Brooklyn.
Equal Franchise Meeting, New Rochelle.

SEE ADDENDA FOR OTHER LECTURES.

From the Finance Committee

During the summer the Finance Committee recommended to the sub-committee in charge of the house that the restaurant be abandoned as a business venture. The decision was made in spite of the fact that the restaurant was beginning to pay. It was made for two reasons: one was the uncertainty of the return and the other, the impossibility of extending the restaurant to a size which would insure a sufficient return. In accordance with the recommendation the restaurant and equipment was rented to the manager, who had been in charge, on a salary of \$85.00 per month.

The sub-letting of the house reduced the rental for League accommodations for the first eight months of the year to \$100.00 per month; during the last four months the rental amounted to only \$50.00. This was partly due to the rent received from the increase in the rental of the Assembly Room and the adjustment in regard to the restaurant. The Finance Committee has recommended that the contribution for rent which has been made heretofore to the house fund be made directly to the League and that the League return to the house fund for its use a monthly rental of \$75.00. The Committee works under great difficulties in sub-letting. It is necessary that the League pay a high rent for its central location while it must sub-let at a lower rental to unions which usually meet in less central neighborhoods. Considering the many activities which the house accommodations make possible \$75.00 per month is a low rent. The League has its own assembly hall and office space for a staff of workers of ten or more people, including the Chairmen of Committees, and accommodation also for committees meeting almost daily during the year. The League has given space to 112 meetings of various sorts directly connected with League work for which no rent was charged. While the League usually receives rent from unions for meeting purposes, the house is being given constantly to groups of workers who have not established their organization or treasury.

ANNUAL REPORT OF RECEIPTS AND DISBURSEMENTS FOR THE YEAR ENDING MARCH 1, 1911.

RECEIPTS.

Balance on hand March 1, 1910.....	\$ 1,470 08
Contributions	3,246 87
Proceeds W. T. U. L. Ball (net \$1,433.05)	1,458 05
Annual Dues	345 90
Pledges through Finance Committee.....	751 70
Sale Miscellaneous Literature.....	11 05
Telephone Collections	33 70
Bakers' Union (for printing).....	61 50
Contribution Sitomer Case.....	100 00
Traveling Expenses Delegates	
" National Executive	64 40
" Labor Day	186 10
Rebate Ladies' Waist M. U., account Mr. Caroti's salary	315 00
Rebate N. Y. Hat Trimmers' Union, account Miss Scott's salary.....	50 00
Return loan, House Fund.....	225 00
Transferred from House Fund.....	500 00
Gift, Box Labor Suffrage Meeting.....	10 00

\$ 8,829 35

DISBURSEMENTS.

Salary Secretary	\$ 1,200 00
" Stenographers	1,477 00
" Italian Organizer	880 00
" American Organizer	363 00
" East Side Organizer	810 00
Office Expenses	354 79
Printing (includes \$61.40 for Bakers' U.).	409 40
Telephone	384 30
Labor Day	236 00
Expenses Treasurer	18 35
" Organizers	126 40
" Educational Com.	43 38
Traveling Expenses, etc. of Del. to Nat'l Executive	282 70
Loan to Nat'l W. T. U. L.	500 00
Dues to Nat'l W. T. U. L.	45 90
Supplements to Nat'l W. T. U. L.	70 00
Sitomer Case	273 43
Polish Case	23 50
Label Committee Expenses.....	75 00
Dues to Organizations with which W. T. U. L. is affiliated.....	32 50
Sundries (clerical work, refreshments, vacation work, Labor suffrage meeting)	52 90
Loan repaid to House Fund.....	225 00
House Fund, return check.....	5 25
Italian Committee	23 05
Paid Deposit Grand Central Palace for Ball	25 00

\$ 7,996 85
 Balance on hand March 1, 1911 832 50

\$ 8,829 35

ANNUAL REPORT OF RECEIPTS AND DISBURSEMENTS
OF THE HOUSE FUND FOR THE YEAR ENDING
MARCH 1, 1911.

RECEIPTS.

Balance March 1, 1911.....	\$257.96
Contribution for Rent.....	3,000.00
Restaurant Profits	279.00
Loans from League.....	225.00
Strike Contributions on Account of House Damage	89.74
Adjustment	78.50
Rent as follows:	
Inter-Municipal Research Committee.....	\$531.25
Typographical Union No. 6.....	18.75
Miss Dreier	173.00
Equality L. S. S. W.....	133.50
Dressmakers' Union	47.00
W. L. P. C. W.....	262.50
Sundry Meetings	352.00
Shirt Waist Makers' Union.....	101.50
Ladies' Tailors' Union.....	424.50
Cloak Models' Union.....	1.50
Restaurant	442.90
Single Tax	7 00
M. Droller & Co.....	75.00
Russian Machinists	3.00
Total Rent	2,573.40
Total	\$6,503.60

DISBURSEMENTS.

Rent	\$2,700.00
Janitor's Salary.....	565.50
Gas, House	\$151.36
" Restaurant	91.84
Coal	122.00
Electricity	4.60
Total, Coal, Gas and Electricity.....	369.80
Restaurant Repairs and Equipment.....	165.46
House Expense	122.72
Furniture—Sundry Fixtures	118.77
Repairs to House.....	194.49
Loans to start Restaurant.....	760.00
Transferred to League.....	500.00
Total Profits	1,260.00
Miscellaneous Loan Repaid to League.....	225.00
Adjustment, Charged Out.....	63.65
Total	\$5,785.39
Balance March 1, 1911.....	718.21
	\$6,503.60

Respectfully submitted,

CAROLA WOERISHOFFER,

Audited and found correct.

Treasurer.

J. P. BOYLE, Auditor.

ADDENDA

LECTURES GIVEN BY EDUCATION COMMITTEE

December, 1910, to June, 1911

MRS. ELLIOT.	
Recreation Centre, 186 Chrystie St.....	3
Hamilton House, 15 Hamilton Place.....	2
Hartley House, 413 West 46th St.....	1
College Settlement, 95 Rivington St.....	2
Richmond Hill, 26 McDougal St.....	2
Greenwich House, 26 Jones St.....	1
League N. Y. Working Girls' Club.	
Board Meeting of 200.....	1
League N. Y. Working Girls' Club, 450 W. 23d St.	3
League N. Y. Working Girls' Club, St. Marks Pl.	1
League N. Y. Working Girls' Club, Brooklyn	1
Debating Club W. T. U. L., 43 East 22d St	5
Embroiderers' Union	2
Total	24
MISS O'REILLY.	
Hamilton House, 15 Hamilton Place.....	1
Bloomingdale Guild	1
MISS MARCT.	
Debating Class, 43 East 22nd St.....	2
MISS ECOB.	
Warren Goddard, 246 E. 34th St.....	2
MRS. BEARD.	
Union Settlement, 237 East 104th St.....	1
Recreation Settlement, 186 Chrystie St.....	1
MRS. FINCH.	
W. T. U. L., 43 E. 22nd St.....	4
Total	12

